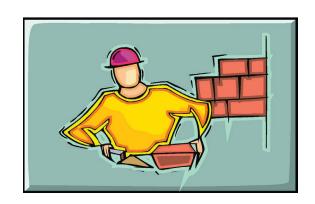
Disseminating National Dissemination Center FOR IMPACT

for Children with Disabilities

Build Your Dissemination Plan: A Workbook



ICHCY has developed an online tool called Build-a-Plan to help you build dissemination plans for your TA\$D project. This workbook is designed to help you use the Build-a-Plan tool.

The first half of the workbook guides you through 4 key steps in dissemination planning, with many supporting examples. Your notes from this planning stage will guide your work in the Build-a-Plan tool, which is explained step by step in the second half of the workbook, including screenshots and examples. We hope that this workbook will help project staff to both think about and plan for effective dissemination of information resources.

We recommend that the first time you use the Build-a-Plan tool, you create a a dissemination plan for a specific product or service you'll be

May 2013

releasing in the next month or two—save the big, complicated projects for when you've had a chance to get familiar with the tool.

Following this process will help ensure that your dissemination plan will emerge in a brief, tidy, organized format that you can share with your Project Officer, advisors, and staff. The plan is also available to guide all your dissemination activities in future. You can use the Build-a-Plan tool as often as you like to edit your plan or develop new plans.

Access the Build-a-Plan tool at http://buildaplan.nichcy.org. Login with your existing my.tadnet.org login.

Table of Contents

Chapter 1 Dissemination planning	2
Chapter 2 Capturing your plan via	10
the Build-a-Plan tool	
Chapter 3 Other features of the	23
Build-a-Plan tool	

CHAPTER 1: DISSEMINATION PLANNING

Your TA&D project disseminates information all the time. You want to get your content into the hands of people who need it, and you no doubt have many ways of doing that. This workbook is meant to help projects disseminate their work using strategies that research has found to be effective, practical, and powerful.

Here are some of the ways TA\$D projects disseminate information and resources:



Website 1.800 hotline Listservs \$\xi\$ mailing lists

Newsletter Blogs & guest blogging Translated materials

CDs & DVDs Text-only, Word, & PDF Bilingual services

Conference presentations Literature reviews Podcasts

Journal articles Radio, newspaper, TV RSS feeds

Facebook Video Resource reviews

Twitter Fact sheets \$\xi\$ tipsheets Guides \$\xi\$ manuals

Pinterest Email, letters, press releases Toolkits

Webinars YouTube Training modules

Seminars Training sessions Powerpoint presentations

Individualized TA Online forums \$\xi\$ discussions Research briefs

NOTE—Most of these formats could fall under the description of "universal" technical assistance (e.g., newsletter, listserv, Twitter). Limited-audience formats such as webinars, toolkits, and training sessions could be used to provide targeted technical assistance. You probably wouldn't create a dissemination plan for intensive, sustained technical assistance activities.

STEP #1

Identify Dissemination Goals

The goal for any dissemination plan will be based on the goals and intended outcomes of your project. The proposal you wrote in response to the RFP for your project probably spells out the goals and intended outcomes that drive your project's work. You can also likely find your goals represented in your project's logic model.

List some of your project's specific product dissemination goals in a file or document of your own design. See an example below, drawn from NICHCY.

Example 1: Disability Fact Sheets

Goal 1

Disseminate NICHCY's 29 fact sheets on specific disabilities to multiple audiences.

STEP # 2

List Your Target Audience(s)

Discussion time: Less than 30 minutes

Helpful materials: Your project's RFP

Your project's proposal

Most of us have more than 1 user group we're trying to reach with our content and expertise.

Who are you trying to reach? Check off your target audiences below.

Worksheet 1: Which audiences do you serve?

Early Intervention Stakeholders	☐ Other school personnel
☐ Lead agencies for Part C	☐ Families
☐ Other state agencies involved with Part C	☐ Students with disabilities, aged 3-22
☐ Early interventionists	☐ Users who speak other languages (which?)
☐ Child care providers	
☐ Families	☐ Professional education associations
☐ Other	☐ University faculty
	☐ Personnel preparation programs (preservice)
Stakeholders in Schools and Education	☐ Policy makers
(for children with disabilities aged 3–22)	☐ Researchers
□ SEAs	
□ LEAs	□ Employers
☐ Administrators	☐ Community members
☐ General educators	☐ Agencies providing services to people with disabilities
☐ Special educators	☐ A particular <i>region</i> of the country or state?

Are we missing an audience you serve? Please let NICHCY know (nichcy@fhi360.org), so we can add them to the *Build-a-Plan* tool.

Describe Each Audience in Detail

Discussion time: Depends! How many distinct audiences do you serve?

(Rough estimate? 10-15 minutes of discussion time per audience.)

Helpful materials: Your experience and interaction with each of your audiences (needs assessments,

surveys, focus group results, user feedback)

tep 3 is likely to be the most time-consuming one in this 4-step process that lays the foundation for your project's dissemination plan. But in many ways, Step 3 is also the most powerful step, because it focuses so intensively on the needs, preferences, and characteristics of the user groups that you are trying to reach with solid, relevant information and tools. There are 3 parts to Step 3, beginning with 3A below.

Step 3A | Briefly describe what you know about each audience you serve

The questions and prompts below may help you guide and stimulate the team's discussion.

- What problems are users in this group trying to solve when they call or visit your project?
- What type of information or resources are they looking for?
- What information or resources do you think they need from your project?
- How does this group like to receive information? (e.g., video, audio, short summaries, indepth documents, printed, on the Web, via a webinar, via individualized TA)
- Average reading level of members in group? Average amount of education?

- Do they need information in a language other than English?
- How comfortable are these users with using technology? How *current* is their technology?
- Where do this audience usually go for information? Who do they find credible and trustworthy?
- Does this group use social media (e.g., Facebook, Twitter, Pinterest), including Share Tools?
- How does your project normally communicate with this audience? How often?
- What barriers might there be to this group accessing and using your information?



Example 2: Description of Educators

Description of Audience: Special education and general education teachers nationwide who provide services to children and youth (age 3-22) with the full range & diversity of developmental delays and disabilities.

Characteristics

May be general educator or special educator, with wide range of prior knowledge about educating students with disabilities. (One size does not fit all.)

K-12 covers a large span of age groups, subject matters, and scheduling issues. (Again, one size doesn't fit all.)

Many have limited access to web-based information during the school day, due to tightly scheduled time and school policies regarding use of and access to the Internet.

Prefer brief, direct 1 to 2 pagers.

Appreciate resources they can use in their classrooms immediately.

Can be an important conduit of dissemination to families (including Spanish-speaking) and colleagues.

Information & Resource Needs

Fact sheets about specific disabilities and resources of more information

Activities and resources that can be used in the classroom

Evidence-based educational practices for educating students with disabilities, including:

- classroom accommodations and supports for individual students with disabilities
- effective instructional practices
- how to modify tests and curricula
- how to address behavior issues

Materials that can be shared with families

Materials and resources developed by the SEA, including disability policies, professional development opportunities, inservice trainings, and disability guides

STEP #3 (continued)

Step 3B | Identify the key dissemination strategies you'll use with each audience

Given the characteristics and information needs you've identified for each of your user groups, what dissemination strategies, mediums, and formats would be most powerful and appropriate for connecting with each group? In other words, how will you deliver your content to each group? *Hint:* Look back at the list on page 2.

Example 3: Dissemination Strategies & Formats for Educators

Continuing with the example of "educators" as an audience, here's a list of dissemination strategies and formats NICHCY identified for that audience.

NICHCY will provide key information to educators through multiple formats, including:

- website articles, blogs, and resource sheets, with PDF printability and Share This Tool
- website section tailored to the duties and information needs of educators ("Especially for...Schools and Administrators")
- eNewsletters with a section highlighting resources for Schools K-12
- social media tools, including RSS feeds, Facebook, and Twitter



STEP #3 (continued)

Step 3C | Identify Partners & Intermediaries

Who does each user group most respect as an information source? Consider ways to partner with these sources in your dissemination efforts.



Example 4: Possible Partners & Intermediaries for Reaching Educators

Council for Exceptional Children (CEC)

Divisions within CEC

Professional educator associations, especially the National Education Association and the American Federation of Teachers

Families of children with disabilities

Organizations emphasizing a specific disability (e.g., NCLD, LD online)

TA\$D projects— IDEA Partnership, RRCs, IRIS Center, PTIs, Personnel Center, NCIPP, the AIM Center

STEP #4

Apply this information to create a plan for each new product or tool you disseminate

Time: Less than 1 hour for each new product or resource you plan on disseminating

What you'll need: The information you identified in Steps 1-3

Build-a-Plan tool at: http://buildaplan.nichcy.org

It's time to use the Build-a-Plan tool. Step-by-step directions begin on the next page.





Pssst—An example of a *completed* dissemination plan can be found on pages 22-23.

CHAPTER 2: CAPTURING YOUR PLAN VIA THE BUILD-A-PLAN TOOL

o to: http://buildaplan.nichcy.org			
og in: Use your my.tadnet.org username \$ password			
Getting started. Select ADD NEW PLAN. It's in the box in the right column of your screen (last item listed).	Add New Plan		
Name your plan and briefly describe it, including the name of the project or service. (Note: If you work on more than one TA&D project, you can designate your plans for "Program 1" or "Program 2," otherwise you'll want to choose "Program 1" each time.) Save. Example: Name: Disseminate Part C training curriculum. Description: We are developing training modules on the Part C regulations that will parallel the modules produced as part of Building the Legacy (on Part B).	Add Plan Name Description Project Program 1 Save		
Select View My Plans on the right of your screen. All plans you've created will be here. Select the plan you just created. Example Plan Disseminate Part C Training Curriculum View My Plans	Plan View My Plans Add New Plan		
Add New Plan			

Now you're going to complete these 5 sections.

Section 2: Audience

(To edit the options within this chart, including Audience...

Section 3: Potential Intermediaries or Partners

Section 4: Ensuring Accessibility

Section 1: Product or Activity

Section 5: Ensuring Availability

Result?

Your project's dissemination plan for a given product or activity.

> Let's walk through the process step by step.

Section I | Product or Activity

Select Edit Product or Activity. _

Section 1: Product or Activity

Screen changes...

Select ADD PRODUCT OR ACTIVITY. -

Add Product or Activity

Back to Plan

And you'll get this screen.

Click in the space Product or Activity. -Name the product or activity you're planning to disseminate. Add a description, too, if you wish.

Example:

Product or Activity:

Disseminate Module 1, The Basics of Early Intervention.

Description: Module 1 includes trainer guides, slideshows, and handouts for participants.

Back to Plan

Product or Activity

Description

Disseminate to Audience 1

Disseminate to Audience 2

Disseminate to Audience 3

Disseminate to Audience 4

Disseminate to Audience 5

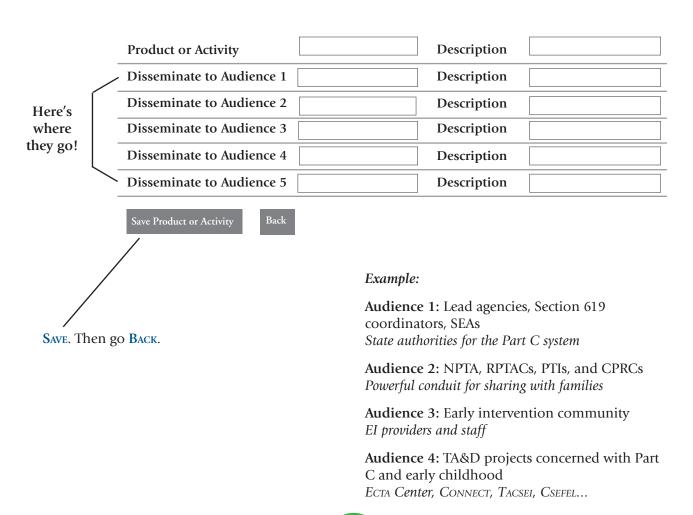
Close

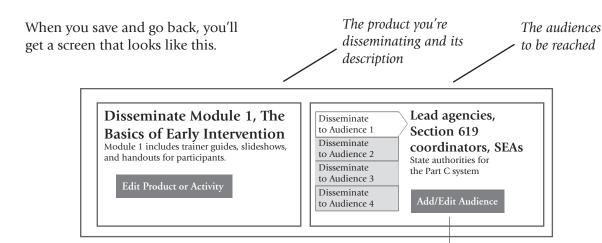
SAVE.

And you'll get this screen.		
	Disseminate Module 1, The Basics of Early Intervention Module 1 includes trainer guides, slideshows, and handouts for participants.	
Select Edit Product ———— or Activity.	Edit Product or Activity	

Section 2 | Audiences

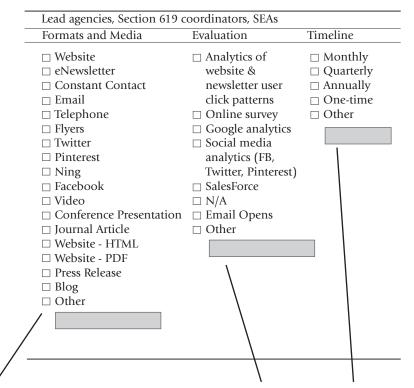
Now it's time to identify the specific **audiences** you want to reach in your dissemination effort. *Build a Plan* lets you specify up to 5 distinct audiences.





Note that Audience 1 is "highlighted." You need to add some information about *how* you'll disseminate to Audience 1. Select ADD/EDIT AUDIENCE.

You'll get this screen.

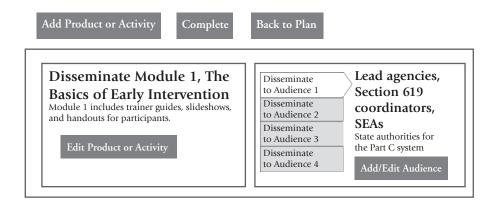


Identify the FORMATS AND MEDIA you plan to use when you disseminate the product to this specific audience.

In this example, we're talking about Audience 1, described as lead agencies, Section 619 coordinators, and SEAs. Identify what EVALUATION tools you'll use to see how effective your dissemination efforts have been to this audience—and the TIMELINE you'll use.

Save. Then select BACK.

Now you'll get a screen that looks something like this!



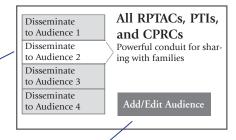
Completing the "Audiences" Section

For each of your *other* intended audiences, you'll need to specify (as on page 13):

- the Formats and Media you plan to use with that audience;
- the Evaluation tools you'll use and the timeline.

It's easy to move from audience to audience to complete this section.

- Click on the audience in the display (to highlight it).
- Click on ADD/EDIT AUDIENCE to edit the audience's info.



When you're done, Save and select Back. (Both of these options are *above* the box.) Now you'll be able to see your audience info in table-form, as on the next page.

Here's your audience plan, in a tidy table.

Disseminate to Audience	Medium	Evaluation	Timeline
Product or Activity #1 Disseminate to Audience #1 Lead agencies, Section 619 coordinators, SEAs	Website eNewsletter Constant Contact Email Website - PDF Press Release	Analytics of website and newsletter user click patterns Email Opens	One-time
Product or Activity #1 Disseminate to Audience #2 All RPTACs, PTIs, and CPRCs	Website eNewsletter Constant Contact Email Facebook Website - HTML Website - PDF Other - Website Word	Analytics of website and newsletter user click patterns Online Survey Google analytics Social Media analytics Email Opens	Monthly
Product or Activity #1 Disseminate to Audience #3 Early intervention community	Website eNewsletter Constant Contact Email Facebook Website - HTML Website - PDF Other - Website Word	Analytics of website and newsletter user click patterns Google analytics Social Media analytics Email Opens	Monthly

Section 3 | Potential Intermediaries or Partners

Now it's time to identify organizations and people you can potentially partner with to reach all of the specific audiences you listed under Section 2.

(*NOTE*—Sections 3-5 are completed only once in your plan, not separately for each audience.).

Scroll down until you see Section 3. It'll look like this.

Select EDIT PARTNERS.

Section 3: Potential Intermediaries or Partners

Edit Partners

You'll get this screen, where you'll "identify specific partners and how they can support" you in reaching your audiences.

	Here's a list of potential pointermediary "types."	artner or		
	1—Put a check mark ne "types" you hope to inv			
	Id	entify specific partners an	d how they can sup	port this project/activity
\	☐ Early interventionists		\	
	□ Administrators			
	□ PTIs/CPRCs			
	☐ Non-profit organizations			
	☐ Professional organizations		2—	
	□ TA and D			ad partner "type" you've in the corresponding
	☐ Other Family Organizations		box.	in the corresponding
	☐ Community-based organizations			ds, identify the specific
	☐ Disability Organizations			intermediaries of that ope to enlist in your
	☐ Communities of Practice		disseminatio	
	☐ Institutes of Higher Education			^
	□ NICHCY			7
	☐ Minority Outreach Organizations			V
	□ Other		/	Confused? See the examples on the next page.
	Save Complete Back to Plan	n		

Save. Then go Back.

Here's an example of how Section 3 might be completed.

Again, we continue with the running example used throughout this guide, NICHCY's plan for disseminating Module 1, the Basics of Early Intervention.

Note that not all "potential partners" in the list need to be filled in.

Think about which partners suit the particular dissemination effort and can help you reach a wider or specific audience.

Broad "Type" of Possible Partners	Specific Organizations You Might Involve and How
Early interventionists	All early childhood TA&D projects, Early Intervention Family Alliance, Tots 'n Tech Will feature newly available modules in their newsletters and on their websites, will share news of modules through social media.
Administrators	
PTIs/CPRCs	NPTAC, RPTACs, network of PTIs and CPRCs, STOMP Will sign up for e-alerts to know when new modules become available. Will use modules to provide training to PTI/CPRC staff and to families of infants and toddlers with special needs.
Nonprofit organizations	
Professional organizations	IDEA Infant and Toddler Coordinators Association, Division of Early Childhood at CEC, related service organizations Will feature newly available modules in their newsletter and on their websites; will share news of modules through social media.
TA & D	All early childhood TA&D projects Will feature newly available modules in their newsletter and on their websites; will share news of modules through social media.
Other Family Organizations	
Community-based organizations	
Disability Organizations	
Communities of Practice	Early Childhood CoP @tadnet Will feature newly available modules in newsletter, CoP meetings, and on website; will share news of modules through social media.
Institutes of Higher Education	Will share modules with preservice early intervention and related service candidates via class assignments, message boards, etc.
NICHCY—National Dissemination Center for Children with Disabilities	
Minority Outreach Organizations	
Other	

Save

Complete

Back to Plan



When you Save and go Back to Plan, you'll see your "Target Partners" plan in a tidy table that looks like this:

Section 3: Potential Intermediaries or Partners

Edit Partner

Target Partners	Identify specific partners and how they can support this project/activity
Early interventionists	All early childhood TA&D projects, Early Intervention Family Alliance, Tots 'n Tech Will feature newly available modules in their newsletters and on their websites, will share news of modules through social media.
Professional organizations	IDEA Infant and Toddler Coordinators Association, Division of Early Childhood at CEC, related service organizations Will feature newly available modules in their newsletter and on their websites; will share news of modules through social media.
PTIs/CPRCs	NPTAC, RPTACs, network of PTIs and CPRCs, STOMP Will sign up for e-alerts to know when new modules become available. Will use modules to provide training to PTI/CPRC staff and to families of infants and toddlers with special needs.
TA and D	All early childhood TA&D projects Will feature newly available modules in their newsletter and on their websites; will share news of modules through social media.
Communities of Practice	Early Childhood CoP <i>@tadnet</i> Will feature newly available modules in newsletter, CoP meetings, and on website; will share news of modules through social media.
Institutes of Higher Education	Will share modules with preservice early intervention and related service candidates via class assignments, message boards, etc.

Section 4: Ensuring Accessibility and Availability

Edit Accessibility

And here's your next step.

As OSEP TA\$D projects, we know that accessibility is important, both for users who have disabilities and for those who have limited internet access. When planning for dissemination, make it a formal part of your process to discuss and address accessibility (so it doesn't fall through the cracks).

See the next page for **examples** of strategies that NICHCY uses to enhance accessibility and availability of its information, resources, and products.



Example: Strategies for Ensuring Accessibility and Availability of Your Products

Copyright free | Access to NICHCY's information is promoted by making it all copyright free. This allows users to share it, adapt it, and put it on their own websites.

Flyers and catalog | We also have audience-specific flyers (families, general educators, special educators) that can be shared at conferences, meetings, and other gatherings that promote NICHCY's content. These are designed to pose frequently asked questions by the specific audience and to list the website address where they will find that question answered. The online catalog is designed along the same principles---by audience type (e.g., "info for families," "info for educators").

Share This tool | Content pages on NICHCY's site can be easily shared via a "Share" tool that lets users share on social media such as Facebook, Twitter, gmail, LinkedIn, email, and more.

Spanish language | We offer many of our publications in both Spanish and English in order to serve the needs of Spanish-speaking families.

What's New | Widget on front page of nichcy.org website, this feature will offer links directly to new or updated resources.

News You Can Use | Our monthly eNewsletter includes links to resources developed by NICHCY and other OSEP-funded centers.

NICHCY on Facebook | Daily newsfeed posts linking to information and resources will allow our over 6.680 Facebook users to learn about and find relevant information on timely topics.

NICHCY on Twitter | We re-post our daily Facebook announcements on Twitter through an automated feed. In addition, we will periodically re-tweet announcements and resources from relevant organizations and agencies such as ed.gov, disability.gov, and edweek.

Section 4 | Assuring Accessibility and Availability

Scroll down until you see
Section 4. It'll look like
this.

Captioned
Screen Reader Friendly
Copyright-free materials
Flyers and catalogs
PDF verisons of web publications
Social media sharing tools (Share this, Email this)
Other

Plans Disseminate Part C Training Curriculum Name Description We are developing training modules on the ... Project Program 1 ▼ □ Captioned You'll get this screen. ☐ Screen Reader Friendly ☐ Copyright-free materials Select the ways in which ☐ Flyers and catalogs your product and/or sharing □ PDF verisons of web publications formats will be made ☐ Social media sharing tools (Share this, Email this) accessible and continuously □ Other available to users with visual, auditory, or other disabilities. Complete Back to Plan

SAVE. Then go BACK TO PLAN.

Section 5 | Addressing Barriers—Who are we not reaching?

Almost done!

Scroll down until you see Section 5. It'll look like this.

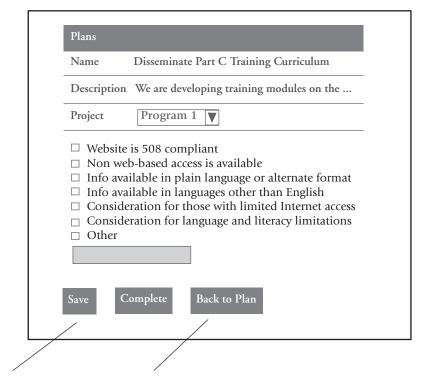
Select EDIT BARRIERS.

Section 5: Addressing Barriers (Who Are We Not Reaching?)	Edit Barriers
☐ Website is 508 compliant	
□ Non web-based access is available	
☐ Info available in plain language or alternate format	
☐ Info available in languages other than English	
☐ Consideration for those with limited Internet access	
☐ Consideration for language and literacy limitations	
□ Other	

You'll get this similar screen.

Consider ways that your product will be made available to underserved populations, including those with limited English language skills and/or internet access.

Select any that apply.



SAVE. Then go BACK TO PLAN.

And you're done! Well done!

An example of a "finished" dissemination plan is provided on the next page—it's NICHCY's plan to disseminate the Part C training curriculum modules, the example we've been using throughout this guide.

Example:

National Dissemination Center for Children with Disabilities | Dissemination Plan Sections 1 & 2 | Program 1 | Product or Activity and Disseminate to Audience Disseminate modules in the Part C training curriculum.

Disseminate to Audience	Medium	Evaluation	Timeline
Product or Activity #1 Disseminate to Audience #1 Lead agencies, Section 619 coordinators, SEAs	Website eNewsletter Constant Contact Email Website - PDF Press Release	Analytics of website and newsletter user click patterns Email Opens	One-time
Product or Activity #1 Disseminate to Audience #2 All RPTACs, PTIs, and CPRCs	Website eNewsletter Constant Contact Email Facebook Website - HTML Website - PDF Other - Website Word	Analytics of website and newsletter user click patterns Online Survey Google analytics Social Media analytics Email Opens	Monthly
Product or Activity #1 Disseminate to Audience #3 Early intervention community	Website eNewsletter Constant Contact Email Facebook Website - HTML Website - PDF Other - Website Word	Analytics of website and newsletter user click patterns Google analytics Social Media analytics Email Opens	Monthly

Section 3 | Partners and intermediaries to reach specific communities of users

Early interventionists	All early childhood TA&D projects, Early Intervention Family Alliance, Tots 'n Tech Will feature newly available modules in their newsletters and on their websites, will share news via social media.
Professional organizations	IDEA Infant and Toddler Coordinators Association, Division of Early Childhood at CEC, related service organizations Will feature newly available modules in their newsletter and on their websites; will share news of modules through social media.
PTIs/CPRCs	NPTAC, RPTACs, network of PTIs and CPRCs, STOMP Will sign up for e-alerts to know when new modules become available. Will use modules to provide training to PTI/ CPRC staff and to families of infants and toddlers with special needs.
TA \$ D	All early childhood TA&D projects Will feature newly available modules in their newsletter and on their websites; will share news via social media.
Communities of Practice	Early Childhood CoP @tadnet Will feature newly available modules in newsletter, CoP meetings, and on website; will share news via social media.
Institutes of Higher Education	Will share modules with preservice early intervention and related service candidates via class assignments, message boards, presentations, etc.





Example continued:

Section 4 | Program 1 uses the following strategies to enhance accessibility and availability of its information, resources, and products:

Copyright-free materials PDF versions of web publications Social media sharing tools (Share this, Email this) Screen Reader Friendly

Section 5 | Accessing Barriers (Who Aren't We Reaching?)

Program 1 uses the following strategies to address potential barriers target audience members might encounter in accessing its services and resources:

Website is 508 compliant

Non web-based access is available

Consideration for those with limited Internet access

Consideration for visually impaired

Consideration for language and literacy limitations

CHAPTER 3: OTHER FEATURES OF THE TOOL

Keeping Track of Your Progress with the Progress Box

There is a "**Progress**" box on the lower right hand corner of the tool.

- Red indicates that no information has been saved.
- Yellow indicates that information has been saved.
- Green indicates that the section is marked complete.

In this example, Sections 1 and 2 are in green (meaning they've been completed), Sections 3 and 4 are in yellow (meaning that the information has been saved but the sections aren't yet complete). Section 5 is in red, meaning that no information has been added and saved there.

Progress Product or Activity C Audience C Potential Intermediaries or Partners N Ensuring Accessibility and Availability N Addressing Barriers N



Sharing, Editing, and Printing Your Dissemination Plan

There's a toolbox of options on the far right of your screen. It looks like this.

In addition to the "Add New Plan" option, there are buttons that will allow you to EDIT the plan or DELETE it (if it's not already designated as "Complete"). You'll also see buttons with icons to:

- print your dissemination plan,
- download it into an editable Word document, or
- save it as a PDF.

Add New Plan

Edit Delete

Project

We recommend that you try saving the plan in a Word document so that you can share it with your team for feedback and suggested edits.



Questions? Concerns? Contact: Elaine Mulligan NDC Project Director 1.800.695.0285 emulligan@fhi360.org









Need info on disabilities, early intervention, special education, IDEA, or contacts in your state? Visit NICHCY! 1.800.695.0285 nichcy@fhi360.org http://nichcy.org

We'd like to thank our Project Officer, **Corinne Weidenthal**, Ph.D., at the Office of Special Education Programs (OSEP) of the U.S. Department of Education, for her support of this initiative and the National Dissemination Center itself.

NICHCY is made possible through Cooperative Agreement Number H326N110002 between OSEP and FHI 360. The contents of this document do not necessarily reflect the views or policies of the Department of Education, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.